



Employment Initiative Program Talking Points

Employment Initiative Program:

- EIP is not a new program; instead, EIP it is an outgrowth of outreach programs already taking place, with a focus on employment.
- EIP is a collaborative effort with Federal agencies - including the Department of Labor (DOL) VETS, Department of Veterans Affairs (VA), Small Business Administration (SBA) and the Office of Personnel Management (OPM) - to create efficiencies, enhance the employment process and serve as an effective resource for service members and employers.
- EIP is a comprehensive multiple agency program connecting employers with the talented pool of service members and spouses, with the intent of facilitating meaningful employment opportunities.
- Employers of the Guard and Reserve are full partners in the national security equation.
- The Office of the Secretary of Defense Reserve Affairs leadership has placed a strong emphasis on ensuring our service members have a civilian job that provides stability in their civilian life and allows them the time and resources to contribute to our national defense by serving in the Guard and Reserve.
- ESGR has the lead for DOD on the reserve component side of the employment issue and is making EIP the primary focus for 2011. A key advantage of this program is the ability to leverage a network of more than 4,700 volunteers throughout the country to facilitate and coordinate employment activities.
- EIP has a high-tech and high-touch approach; the high-tech approach is comprised of the website www.employerpartnership.org which provides employers with the ability to post available jobs and for service members to post resumes and make a job connection. The high-touch approach comes through a series of employment related events being conducted with DoD Yellow Ribbon Events and State specific job events.
- EIP will make a difference at the local level by using the 4,700 ESGR volunteers to connect personally with employers and service members and communicate the many resources available to them for employment.

- The DoD is working in conjunction with the Departments of Labor (Veterans Affairs), the Office of Personnel Management and numerous private entities such as the Chamber of Commerce and the Society of Human Resource Management to put a full court press on this issue.
- It is our goal to improve employment opportunities for transitioning service members. At the same time, we strive to serve the employers of our country by enabling them to dip into the great pool of talent that our men and women in uniform constitute.
- The Employer Partnership Website (www.employerpartnership.org) is open to Employers across the United States who are able to identify employment opportunities for Service Members.

Service Members face unemployment:

- One of the greatest challenges facing our nation right now is unemployment and underemployment, and these related problems are especially severe for those in the Guard and Reserve or for those leaving active military service.
- Whether they are soldiers, sailors, airmen, coast guardsmen or Marines completing active duty, or members of the Guard and Reserve returning from deployment, many of these great men and women return home to an uncertain future because of the tough job market.
- The promise of a secure job provides service members and their families with stability and peace of mind, particularly as up to 22% of Guard and Reserve members face unemployment.
- For Reservists and Guardsmen, the Dec 2009 Status of Forces Survey of Reserve Component Members shows that service members across six of the seven Reserve Components (Coast Guard Reserves not included) reported a 12% unemployment rate. Furthermore, the highest unemployment across all components was among junior enlisted troops in the rank of E1 - E4 reporting 22% unemployment. The total number of respondents was 20,238 (from an estimated population of 822k) RC service members.
- In broad terms, for all Veterans (to include reservists and Guardsmen), the current unemployment rate is 9% nationwide (as of Jan. 2011). The unemployment rate among veterans who served since 9-11-2001 is 15.2 (as of Jan 2011). The unemployment rate for ALL veterans has gone up 5.2% in the last 18 months while the national unemployment average has decreased. (US Department of Labor Bureau of Labor Statistics) <http://www.bls.gov/news.release/pdf/empsit.pdf>

Hiring a Reservist or a Guardsman:

- It makes good business sense. These are disciplined and skilled workers who display pride, leadership, responsibility and professionalism in what they do. They understand the

mission of their civilian jobs and make it a priority to get results, all while displaying a strong work ethic.

- Service members often possess advanced skills, certifications and education and are more valuable employees and service members - an essential element in sustaining the All-Volunteer Force for the future.
- Members of our Guard and Reserve serve with honor at home and in Afghanistan, Iraq, and other regions around the world, and they are willing to make the ultimate sacrifice for our country.
- The United States benefits from the contributions of those willing to depart the comforts of home to answer the call of duty. Our service members carry out missions compatible with training, mobilization readiness, humanitarian and contingency operations here in the United States as well as in many countries all over the world. Support at home helps them focus on the mission.

ESGR: Who we are:

- Employer Support of the Guard and Reserve (ESGR) is a Department of Defense (DoD) agency that seeks to develop and promote a culture in which all American employers support and value the military service of their employees.
- ESGR seeks to develop and promote employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws, and resolving conflict between employers and service members.
- Paramount to ESGR's mission is encouraging employment of Guardsmen and Reservists who bring integrity, global perspective and proven leadership to the civilian workforce.

Our customer service center is operational from 8 am to 6 pm Eastern Time, Monday through Friday, to provide answers to USERRA questions, or to refer cases to a trained ombudsman. Call our customer service center toll-free at 1-800-336-4590. Questions may also be answered at www.esgr.mil.